

Benefits Begin the First of the Month Following 30 Days of Employment

Benefits Begin Date	Hire Date
July 1, 2015	May 4, 2015 - June 1, 2015
August 1, 2015	June 2, 2015 - July 2, 2015
September 1, 2015	July 6, 2015 - July 31, 2015
October 1, 2015	August 3, 2015 - September 1, 2015
November 1, 2015	September 2, 2015 - October 2, 2015
December 1, 2015	October 5, 2015 - October 30, 2015
January 1, 2016	November 2, 2015 - December 2, 2015
February 1, 2016	December 3, 2015 - December 31, 2015
March 1, 2016	January 4, 2016 - January 29, 2016
April 1, 2016	February 1, 2016 - March 2, 2016
May 1, 2016	March 3, 2016 - April 1, 2016
June 1, 2016	April 4, 2016 - May 2, 2016
July 1, 2016	May 3, 2016 - June 1, 2016

Created March, 2015

Benefits Eligible Employees going from temporary to permanent:

1. Medical, Dental, LTD and Medical Flex begin the first of the month following employment, regardless if it is currently carried by employee.
2. If LTD is not currently carried by employee, underwriting required.
3. All other benefits begin the first of the month following 30 days of employment.